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Recording said to show that Zehaf Bibeau's motives were 'ideological and political' PAGE 7

COOL WITH BEING AGING HIPSTERS?

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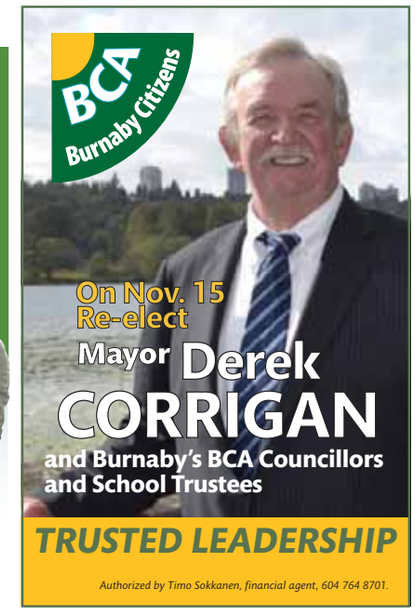

GHOMESHI CANNED

Radio host Jian Ghomeshi, pictured here in 2012, says he is suing the CBC for $50 million. In a Facebook post Sunday, Ghomeshi said the public broadcaster fired him over the risk of his private sex life becoming public. Story, page 8. PHILIP WALKER/TORSTAR NEWS SERVICE

'There are so many gaps'

Emergencies.
NDP says internal email shows worrying holes in province's ability to respond to environmental crises

An alarming email from high-ranking Ministry of Environment staff proves the province is unprepared to deal with a major environmental disaster, says the NDP's environment critic.

Email correspondence on March 31 between Graham Knox, the director of B.C.'s Environmental Emergency Program, and Jim Hofweber, executive director of the Environmental Emergencies and Land Remediation Branch, exposes gaping holes in the province's ability to monitor and respond to events such as oil spills and mine tailings breaches, and in its power to hold polluters responsible.

"We could point to hundreds of spills on annual basis where gaps occurred or improvements are needed," writes Knox, in response to Hofweber's request for additional information on spill response. "Compiling such a report however would involve significant staff resources, that we currently do not have."

Knox goes on to outline "a very small sampling of examples of existing gaps or deficiencies."

Under a section on spill reporting, he lists an incident where CN Rail advised the ministry of a "small spill at rail yard in lower mainland," which "ministry staff subsequently discover their (sic) was actually a collision between locomotives and substantially more fuel released then (sic) reported and that the spilled materials were moving off-site."

Some of the most troubling examples highlight the government's apparent lack of enforcement power for its polluter pay model.

Knox cites the April 2011 Goldstream River disaster — where a Columbia Fuels tanker truck crashed off the Malahat Highway on Vancouver Island, spilling its contents into the river — as one that "exemplified" the current lack of restoration requirements after a spill.

"The ministry continues to work with Columbia Fuels … but without clear rules and guidelines … the responsible party could ultimately walk away if it so chose."

Knox also points to a lack of legislation that forces polluters to compensate for the loss of use of public parks and beaches after a disaster.

The content of the email was alarming to read, said NDP MLA Spencer Chandra Herbert.

"It lays it out incident after incident. It speaks for itself; there are so many gaps," he told Metro. "It shows our capacity or ability to respond to oil spills and mine disasters is incredibly weak." MATT KIELTYKA/METRO

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NEWS

Joyce Street. Woman stabbed in sex assault

Vancouver police say a woman is recovering in hospital after being stabbed during a sexual assault.

The incident occurred late Saturday night in the east lane of Joyce Street, near Archimedes.

The victim, a 35-year-old woman, was approached by a man in a vehicle and then dragged into the car.

She was driven to an area near E. 45th Avenue and Rupert Street, where she was sexually assaulted and stabbed.

The woman was able to fight off the attacker and escape, but suffered serious injuries in the process.

Investigators believe the suspect may have targeted the woman because he believed her to be a sex trade worker.

No descriptions of the suspect or the vehicle have been provided but, in a statement on Sunday, Vancouver police are asking any potential witnesses to come forward and contact its sex crimes unit at 604-717-0601.

The incident follows reports of another sexual assault in east Vancouver on Wednesday, where a 36-year-old woman was initially groped, and then grabbed and sexually assaulted by an unknown man along Kingsway, near Sidney Street.

In that case, the female victim was able to escape by running into traffic and getting into a minivan.

Police reported they have identified a person of interest in that assault.

MATT KIELTYKA/METRO

B.C. ceremony marks hanging 150 years ago of First Nations chiefs

Chilcotin War. The Tsilhqot'in mounted a resistance against the government's approval of a toll road through the Cariboo gold fields

Chief Roger William holds a copy of the province's apology during a ceremony to commemorate the 150th anniversary of six first nation chiefs hanged in Quesnel on Sunday. JONATHAN HAYWARD/THE CANADIAN PRESS

On a grey, bone-chilling day commemorating the hanging of a group of aboriginal chiefs in British Columbia 150 years ago, pounding drums and singing voices heralded new beginnings and brighter times.

About 200 people gathered in a tiny grass field overlooking the Fraser River in Quesnel to honour five Tsilhqot'in Nation chiefs who were hanged at that spot on Oct. 26, 1864. A sixth chief was hanged the following year in New Westminster, near Vancouver.

The chiefs were killed during a bloody dispute known as the Chilcotin War. Three days before Sunday's ceremony, B.C.'s premier apologized for the hangings and exonerated the six men a century and a half after their deaths.

"These warriors, when their lives were taken, it gave our nation an identity," Tsilhqot'in Chief Joe Alphonse told Sunday's gathering.

"It's our version of Remembrance Day today. How we look at the province of British Columbia is affected by these guys. It's led us to here."

A small plaque that was placed in the middle of the field 15 years ago serves as the only official marker of where the five chiefs were hanged and buried.

The chiefs' execution is part of a long history of conflict between the Tsilhqot'in and the government. The most recent chapter saw the Tsilhqot'in fight a long-running legal battle that ended earlier this year with a landmark decision from the Supreme Court of Canada, which for the first time awarded the band title to their territory.

The six chiefs were hanged after the colonial government in B.C. approved a toll road from Bute Inlet on the coast to Barkerville in the Cariboo gold fields. But the Tsilhqot'in, decimated by smallpox and fiercely protective of their homeland, mounted a resistance.

It began in April 1864, and by the end of the following month, 19 road builders and a farmer were dead.

Government militia failed to capture the chiefs, but the chiefs came out of hiding when they received overtures to speak with the government.

They were arrested and tried for murder and hanged.

About 250 people witnessed the hangings in Quesnel in 1864. The sixth chief was hanged later in New Westminster, the former capital of B.C.

The road was never built.

"They gave us hope for a better future," said Alphonse, who told the gathering the spirit of the defiant chiefs was always present during the Tsilhqot'in's legal wars to protect what they consider their territory.

"We have fought in court, and we sit there day after day hearing professional, or so-called professionals, try to dismiss us as a people," he said.

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Candidates debate at the Christ Church Cathedral on Sunday. From left to right: Vision Vancouver's Gregor Robertson, COPE mayoral candidate Meena Wong, moderator and CBC host Andrew Chang, NPA mayoral candidate Kirk LaPointe and independent mayoral candidate Bob Kasting.

EMILY JACKSON/METRO

Kitsilano bike route takes over mayoral debate

'Gated community.' LaPointe dodges fire on possible reopening of Point Grey Road for car traffic

EMILY JACKSON
emily.jackson@metronews.ca

Vancouverites may declare affordable housing as their top concern, but nothing got them more riled up than the Point Grey Road bike route at the second mayoral debate on Sunday.

Whistles and hollers echoed through the full Christ Church Cathedral when NPA mayoral candidate Kirk LaPointe was asked whether his party would reopen the Kitsilano road to car traffic between Macdonald and Alma Streets.

When the road was shuttered to cars in January to create a greenway to connect the gap on the seawall between Kitsilano and Jericho beaches, NPA Coun. George Affleck told Metro his party planned to open the road if they win a majority on Nov. 15.

But LaPointe would not commit to reopening the road outright.

He was critical of the closure, referring to it as a "gated community," noting that the bike route implementation cost $6 million. He said the money needed to restore it to its previous state could be spent elsewhere.

"I want to make sure that the community believes it's necessary to be done," he said, earning a mixed reaction from the crowd.

The debate was LaPointe's second chance to face off against Vision Vancouver Mayor Gregor Robertson, COPE mayoral candidate Meena Wong and independent candidate Bob Kasting.

The most recent poll found 46 per cent support for Robertson, who has held his office for six years and whose party holds a majority on council. LaPointe, a former journalist and political rookie, got 32 per cent support and Wong 16 per cent.

Robertson and LaPointe continued their strategies of attacking each other while largely ignoring the other candidates.

Kasting is painting himself as a departure from a developer-funded city — both Vision and the NPA receive hefty donations from developers. Wong, meanwhile, positions herself as a champion for the people by repeating populist policies such as cheap transit and a tax on vacant condos.

The crowd, made up mostly of older people aside from a contingent of younger people supporting COPE, threw its support at times behind each candidate. Attacks on Vision's lack of transparency and developer friends resonated with the crowd regardless of who was on the offensive.

But Robertson earned the second-loudest applause of the day for his opposition to the Kinder Morgan pipeline expansion, an issue his opponents criticize him for championing even though he has no control over the result.

"That puts our clean green brand at risk ... I will stand up and fight against that threat," Robertson said.

Open Nov. 4 - Nov. 12. City faces criticism for fewer East Van advance polls

Despite calls from dozens of community groups to open additional advance polls in Vancouver's east side, the city has no plans to set up more advance voting locations before voters hit the ballots on Nov. 15.

More than 40 community groups claim the advance poll locations, which will be open from Nov. 4 to Nov. 12, are unfair and favour the richer residents on the west side. There are five polls in the west compared to two in the east (one is on Main Street) and there are no advance polls in the Downtown Eastside or Grandview-Woodland.

This makes it difficult for residents who can't afford transit or have disabilities to travel to exercise their democratic right, according to the community groups who delivered a petition to city hall last week.

The city counters it is offering more opportunities to vote than ever before, with eight advance locations open for eight days. During the 2011 election, four locations were open for four days and one was open for eight days.

In a letter to the Vancouver Seniors Advisory Committee, Chief Election Office Janice MacKenzie explained municipal voting locations must be larger than federal or provincial locations due to the length of time it takes to complete a ballot with 119 candidates for 27 positions.

The locations must also be close to transit, accessible to people with disabilities and have sufficient parking. Since the ballots are tabulated electronically, sites must also have significant electrical outlets and secure Internet.

Such locations were chosen and booked more than one year ago, MacKenzie wrote. City staff have worked with Downtown Eastside organizations to distribute information about advance voting, she added.

On voting day, Saturday, Nov. 15, residents can vote at any one of the nearly 120 voting locations. Three are in the Downtown Eastside.

EMILY JACKSON/METRO

Rally plays up ghoulish timing of clinic closure

A zombie-themed rally was held outside Kitsilano's Pine Free Clinic on Sunday, which is scheduled to close permanently on Halloween. Members of the community, with the support of NDP MLA David Eby, have been fighting the closure of the youth clinic. CONTRIBUTED

FreshSlice owner had affair with employee before demotion: Judge

B.C. Supreme Court. A judge says Faranak Shirbigi's demotion constitutes termination without cause

NEAL HALL
vancouver@metronews.ca

The owner of the FreshSlice Pizza chain had a sexual affair with a district manager before she was demoted from her position as district manager, a B.C. Supreme Court judge recently ruled.

Ray Russell, the 49-year-old owner and CEO of FreshSlice, denied having an extramarital affair with Faranak Shirbigi, who Russell claimed quit her job after she was told she was being demoted to store manager.

Shirbigi, 40, was promoted in January 2010 to the position of district manager, supervising 16 FreshSlice franchise outlets in the Lower Mainland. FreshSlice now has 70 stores in the Lower Mainland and six in Toronto.

The court was told Shirbigi had voiced concerns that the salary of her three-year contract — $40,000 in 2010, rising to $45,000 in 2011 and $50,000 by 2012 — was being eroded by having to pay her own car fuel costs as the number of outlets quickly expanded to 23, causing her to drive 15,000 kilometres in a six-month period.

Privately, Shirbigi complained she could be making more money as the manager of a single FreshSlice store, but testified she never asked to be moved to a store manager position and was shocked and upset when Russell told her in February 2011 that she was being demoted.

Shirbigi never showed up to work as a Surrey store manager a month later. She claimed wrongful dismissal, feeling she was removed from FreshSlice's head office in Burnaby after Russell's wife, who also worked at head office, became suspicious about the relationship between her husband and Shirbigi.

B.C. Supreme Court Justice Lance Bernard rejected Russell's denials of an extramarital affair, finding Russell initiated a sexual relationship with Shirbigi shortly after she was promoted to district manager.

"Unfortunately, it is also likely that Ms. Shirbigi's presence in the head office was awkward for Mr. Russell, given their sexual history and his wife's return to work," the judge said.

The judge found that Shirbigi was terminated without cause, so she was entitled to damages of $39,098, plus interest and court costs.

Kelowna

Man arrested after threat against WestJet flight

RCMP in Kelowna, B.C., have arrested a man in connection with threats made against a WestJet flight that was heading to Calgary. Kelowna airport spokeswoman Jenelle Hynes says a man phoned the airport with a threat specifically directed toward the flight to Calgary. She says police took the man into custody.

THE CANADIAN PRESS

Stop for repairs

Disabled cargo ship heading back to Russia

Repairs to a Russian container ship have enabled it to head home after a power outage left the vessel loaded with diesel fuel adrift off British Columbia's north coast.

Michael Gurney of the Prince Rupert Port Authority says a defective engine oil cooling pump has been replaced on the Simushir.

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B.C. couple accused of spying held in China: Son

Detainment. The two have lived, worked in China for past 30 years

A Vancouver couple detained in China on suspicion of stealing state secrets has now been held in near-isolation for more than 80 days, says their son, who is concerned the detainment is taking a toll on his parents' health.

"The fact that there haven't been any charges set, so we still don't have any definite timelines or even reasons for why they're being held, I think that's probably the most frustrating part of it all," Simeon Garratt told Metro.

Kevin Garratt, 54, and Julia Dawn Garratt, 53, who have lived and worked in China for the past 30 years but previously lived in Vancouver, were out for dinner with friends Aug. 4 in the city of Dandong, near the North Korea border, when they were detained by Chinese authorities.

Since then, son Garratt said his parents have been kept separate from each other.

They are both under 24-hour surveillance by two guards, but are now allowed to go outside for 30 minutes a day after a request from consular officials, said Garratt.

"It's not their physical health I'm concerned about — it's their mental health," he said. "You put anybody in isolation … for 80-plus days, you don't know what kind of effects it can have. My parents aren't young people, either."

THANDI FLETCHER/METRO
WITH FILES FROM THE CANADIAN PRESS

Kevin Garratt, from left, Julia Dawn Garratt, Hannah Garratt and Simeon Garratt pose in this undated handout photo. COURTESY SIMEON GARRATT

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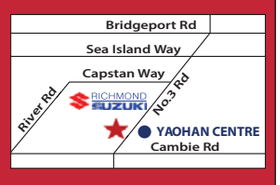

Keeping quiet

RCMP won't pursue charges against female B.C. Mountie

The RCMP has quietly revealed that it won't pursue further disciplinary action against a female Mountie who said her superior sexually assaulted her in a police cruiser.

Const. Susan Gastaldo's lawyer said Friday that the way the force issued a statement on its decision suggests it's trying to hide something.

Walter Kosteckyj said the statement clearing his client was buried on an RCMP website instead of being prominently displayed like the first news release in 2012, when she was accused of fabricating the assault allegations in an attempt to hide the truth from her husband.

The case was investigated by Vancouver police, which concluded the allegations were unfounded, and prompted an RCMP code-of-conduct review.

An RCMP review board eventually disciplined both Gastaldo and Staff Sgt. Travis Pearson for what was characterized as a consensual relationship.

The statement posted on the British Columbia RCMP website said the decision in the case of Gastaldo was made in September 2013, but those details came to light only this week.

"She has been asking for the last year that this decision be published in the same way that the original decision was published," Kosteckyj said. "Quite frankly, we couldn't find it anywhere and we thought it hadn't been published."

He said Gastaldo's reputation was damaged by the statement that remained on the RCMP site for two years, preventing her from returning to work "in an unblemished way so that people knew that she had been cleared of this wrongdoing."

A disciplinary hearing heard that Gastaldo had sex with Pearson in a police vehicle between April and August in 2009.

Gastaldo maintained she was sexually assaulted and compelled into a relationship with Pearson because he had power over her as the orchestrator of her return to work in April 2009 after she had been on sick leave for several months.

Pearson's defence was that he and Gastaldo had a friendship that became sexual.

THE CANADIAN PRESS

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RCMP: Zehaf Bibeau recorded video before deadly Ottawa attack

'Detailed analysis.'
Investigation reveals gunman motivated by 'ideological and political' ideas, Mounties say in statement

JOE LOFARO
Metro in Ottawa

A woman places flowers before signing a book of condolences outside the Markey-Dermody Funeral Home in Hamilton, Ont., where the family visitation for Cpl. Nathan Cirillo took place on Sunday. PETER POWER/THE CANADIAN PRESS

The RCMP said Sunday it has obtained a video of shooter Michael Zehaf Bibeau, and the preliminary investigation has revealed his motivations were "ideological and political."

RCMP Commissioner Bob Paulson said in a statement that the video was recorded just before the attack that left Cpl. Nathan Cirillo dead from two gunshot wounds.

Paulson did not say how the RCMP obtained the video or what is depicted in it.

"The RCMP is conducting a detailed analysis of the video for evidence and intelligence. You must understand that we cannot release this video at this time and I would ask for your patience in this regard," the statement read.

While the RCMP says it does not know the origin of the rifle Zehaf Bibeau used in the attack, it says he earned "a considerable amount of funds" by working in the Alberta oilfields.

They said the gun was "old and uncommon" and could have been previously hidden on his aunt's property in Mont Tremblant, Que.

The statement from the RCMP labelled the shooting incident as a "terrorist attack," which is in line with Prime Minister Stephen Harper's characterization of Wednesday's events, but runs counter to statements made by Zehaf Bibeau's mother to Postmedia, suggesting he may have suffered from a mental illness.

Paulson said investigators are also looking at Zehaf Bibeau's interactions with "numerous individuals in the days leading up to this attack," and whether those interactions contributed or facilitated it.

"This nationally scoped investigation remains exceptionally active and fluid," wrote Paulson in the statement. "The RCMP undertakes to get as much information to the public as quickly as we can."

Paulson's statement also said police believe Zehaf Bibeau stored a knife at his aunt's property, which they said he brought with him in his attack.

Michael Zehaf Bibeau VANCOUVER POLICE/RCMP/THE ASSOCIATED PRESS

Mother says gunman 'acted in despair'

A report says the mother of Michael Zehaf Bibeau believes he acted in despair and is expressing doubt he was radicalized.

- In a letter published by Postmedia, Susan Bibeau paints a picture of her son as an "unhappy person at odds with the world" and mentally unbalanced.
- Bibeau also disputes a suggestion from the RCMP that Zehaf Bibeau wanted a passport so he could go fight in Syria's civil war.
- She writes she doesn't believe her son acted "on behalf of some grand ideology or for a political motive," saying she believes "he acted in despair."

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CBC tight-lipped on firing Jian Ghomeshi; host says network found his sex life 'unbecoming'

$50 million. The radio personality is suing CBC for breach of confidence and bad faith, and pursuing reinstatement

Radio presenter Jian Ghomeshi arrives at CBC's Toronto studios in this January 2010 file photo. CHRIS YOUNG/THE CANADIAN PRESS

Q radio host Jian Ghomeshi says he has been fired from the CBC because they believed his "sexual behaviour was unbecoming of a prominent host" on the public broadcaster.

Ghomeshi made the claim in a startling Facebook post Sunday that surfaced just hours after CBC issued a statement saying they were severing ties with the popular personality because of "information" they'd received about him. After that announcement, a Toronto law firm representing Ghomeshi issued a brief statement saying it would launch a lawsuit against the CBC.

"I've been fired from the CBC because of the risk of my private sex life being made public as a result of a campaign of false allegations pursued by a jilted ex girlfriend and a freelance writer," Ghomeshi said in the post, which a publicist confirmed had indeed been written by the radio host.

CBC says the decision to cut ties with Ghomeshi was "not made without serious deliberation" and that it would contest a lawsuit if served with legal documents. It declined to comment on the Facebook post, citing the pending suit.

In the post, Ghomeshi said he has "always been interested in a variety of activities in the bedroom" but only engages in "sexual practices that are mutually agreed upon, consensual, and exciting for both partners."

He said he began to date a woman in her late 20s two years ago and that they had an "affectionate, casual and passionate" relationship that involved "adventurous forms of sex." He went on to say he ended their relationship earlier this year, which upset the woman, and that early in the spring there was "a campaign of harassment, vengeance and demonization" that resulted in "months of anxiety."

He went on to say in the post: "It came to light that a woman had begun anonymously reaching out to people that I had dated (via Facebook) to tell them she had been a victim of abusive relations with me. In other words, someone was reframing what had been an ongoing consensual relationship as something nefarious. I learned — through one of my friends who got in contact with this person — that someone had rifled through my phone on one occasion and taken down the names of any woman I had seemed to have been dating in recent years. This person had begun methodically contacting them to try to build a story against me."

In addition, he asserted in the post: "Someone also began colluding with a freelance writer who was known not to be a fan of mine and, together, they set out to try to find corroborators to build a case to defame me."

Ghomeshi said he has been open with CBC about the matter and that he has "never believed it was anyone's business" what he does in his private affairs but that he wanted his bosses to be aware of the situation.

"CBC has been part of the team of friends and lawyers assembled to deal with this for months," he wrote. "On Thursday I voluntarily showed evidence that everything I have done has been consensual. I did this in good faith and because I know, as I have always known, that I have nothing to hide. This when the CBC decided to fire me."

"CBC execs confirmed that the information provided showed that there was consent. In fact, they later said to me and my team that there is no question in their minds that there has always been consent. They said they're not concerned about the legal side. But then they said that this type of sexual behaviour was unbecoming of a prominent host on the CBC. They said that I was being dismissed for 'the risk of the perception that may come from a story that could come out.' To recap, I am being fired in my prime from the show I love and built and threw myself into for years because of what I do in my private life."

Toronto law firm Dentons Canada LLP says the action will claim general and punitive damages for breach of confidence and bad faith in the amount of $50 million. The law firm said documents would be filed on Monday in court but did not elaborate.

The statement also said Ghomeshi will commence a grievance for reinstatement with the CBC under his collective agreement.

On Friday, Ghomeshi, 47, tweeted that he was taking some "much needed personal time" away from the broadcaster. That came after an emotional posting on his Facebook page earlier this month about the recent death of his father.

It wasn't immediately clear what would happen to Q, a daily national talk show on CBC Radio One and CBC-TV which Ghomeshi co-created. Thompson said "it's not uncommon for CBC to use guest hosts on Q and that's what we'll be doing for the foreseeable future."

The departure leaves a gaping hole in the broadcaster's lineup. Ghomeshi was not only a force on radio but did TV appearances as well, and offered a dose of urbane cool to the often stodgy CBC.

Ghomeshi has enjoyed a meteoric rise and publications like the New York Times and Toronto Life magazine have done lengthy profiles on him.

His most well-known interview was his 2009 encounter with Billy Bob Thornton, which became a YouTube sensation. The actor wanted to talk about his musical endeavours and became gruff after the host asked him about his film career. THE CANADIAN PRESS

Quoted

"It came to light that a woman had begun anonymously reaching out to people that I had dated (via Facebook) to tell them she had been a victim of abusive relations with me. In other words, someone was reframing what had been an ongoing consensual relationship as something nefarious."

Jian Ghomeshi, in a Facebook post Sunday

Cultural affairs

It wasn't immediately clear Sunday what would happen to Q, a daily national talk show on CBC Radio One and CBC-TV that Ghomeshi co-created and that featured interviews with celebrities and prominent international figures.

- Ghomeshi's last day in the host's chair was Thursday.
- The cultural affairs program, which launched in 2007, is broadcast on more than 180 NPR/PRI stations and syndicated in the U.S.
- Ghomeshi had been scheduled to host the Scotiabank Giller Prize gala on CBC-TV on Nov. 10 in Toronto. But Elana Rabinovitch, a spokeswoman for the book prize, said in an email Sunday he will no longer preside over the gala.

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Outbreak

Drugmakers bet there's cash to be made from Ebola

Drugmakers are racing to develop vaccines and drugs to address the worst outbreak of Ebola in history. It's unclear who will pay for their products, but companies are betting that international groups and wealthier governments like the U.S. will foot the bill.

There are no proven drugs or vaccines for Ebola, in large part because the disease is so rare that up until now it's been hard to attract research funding. And the West African nations hardest hit by the outbreak are unlikely to be able to afford new Ebola vaccines and drugs.

THE ASSOCIATED PRESS

The director-general of the World Health Organization in Tunisia.

THE ASSOCIATED PRESS FILE

Trick or treat on the business beat

HOW TO ROLL
Alison Griffiths
investing@metronews.ca

October is often full of tricks and treats for the investor and also the business world. This year has been no exception. Here's what was ghoulish and glorious.

Thumbs up:

The stock market. First there was the stomach-dropping slide of more than 10 per cent from September highs during the first half of the month. Then came the 700-point bounce back during the last two weeks. There was much gnashing of teeth about the dive but it was very positive for the patient long-term investor. All those solid stocks that just kept getting more expensive, especially in the oil patch, were suddenly on sale.

The smart money moved in quickly and, voilà, a rebound was born. If you missed it, put together a shopping list of stocks and waste no time buying during the next dip.

Thumbs down:

CEO foot-in-mouth disease strikes again. Don't these fellows (and they are usually guys) have handlers? Here's how the latest gaffes happened. Microsoft CEO Satya Nadella got together with his Apple and Facebook chums, Tim Cook and Mark Zuckerberg, for a little coffee klatch.

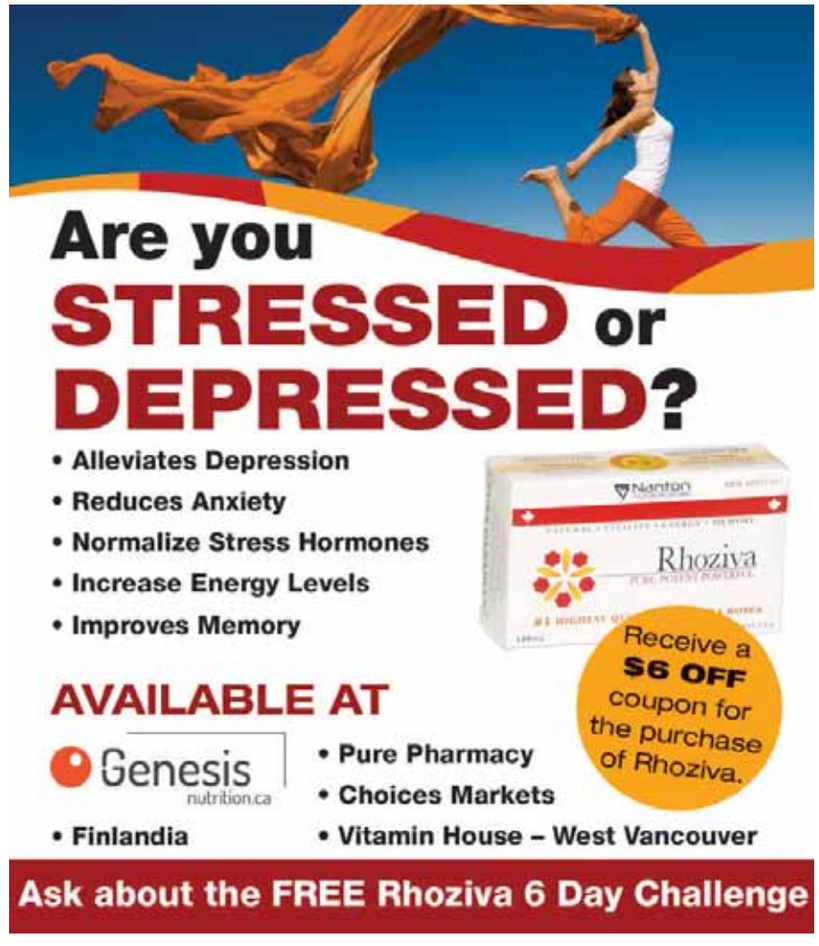
They ruminated about how they could best present a solid paternalistic, anti-female front in the decidedly girl-unfriendly world of technology. That should be good for business, right?

Nadella's big idea was to encourage women not to ask for a raise but wait until Daddy offered. Somehow, this lady-like reticence would translate into good corporate karma. Cook and Zuckerberg thought they could go one better. They decided to provide egg freezing as a health benefit to female employees. That way, the companies could avoid those pesky maternity benefits and when the gals weren't wanted anymore, say around age 40, off they'd go to thaw their eggs and get pregnant on their own time.

Now that's what I call advanced thinking.

Thumbs down:

Two days from now the "low-cost" airline, which provides no-charge jokes with your flight, will ding you $25 for a first checked bag on economy flights. WestJet was first out of the gate with this abomination, but no surprise, Air Canada quickly followed with baggage charges to begin on Nov. 2.



CITIZEN FARMER NOT RESTING ON LAURELS

URBAN COMPASS

Rod Mickleburgh
vancouver@metronews.ca

Don't bother calling Harold Steves before 10 in the morning. He'll be out in the barn, doing the chores. At 77, and a craggy veteran of 44 years on Richmond's city council, Steves is still farming. He and his wife Kathy have a couple of beehives, an extensive seed garden, chickens and a herd of Galloway beef cattle on a 13-acre patch of land on his family's historic property in Steveston. No jokes, please, about the farmer taking another load away. Steves is as straight a verbal shooter as there is among Metro Vancouver's myriad municipal office-holders.

He has never compromised his beliefs on any matter for which he's fought throughout a political career that began in the foggy ruins of time when "Wacky" Bennett was premier and the Vancouver Canucks were still in the Western Hockey League. Those issues — preservation of farmland, a pollution-free Fraser River, more parkland, more heritage — are still with us, but they are now in the forefront of community discourse.

Someone a tad younger recently asked Steves how he could know so much about so many things. He replied: "I've been raising these issues since before you were born.'"

More than once, Steves has been a lone vote at Richmond Council on a particular controversy, only to have a majority come his way as debate percolated among the public. Garry Point Park, the marvellous Britannia Shipyards historic site, the saving of Garden City Lands in the heart of Richmond and much of the Terra Nova lands for nature and agriculture, are all part of the Harold Steves legacy. And, lest we forget, he also had a key role in the NDP's long-ago establishment of B.C.'s cherished Agricultural Land Reserve.

Steves is running again, of course. "I've got three or four major projects underway that I'm hoping to get done in the next four years," said Steves. Closest to his heart is culminating his long, successful crusade to preserve Garden City Lands by turning 20 acres over to student farmers.

But this, Steves avows, is his last campaign. Not that it's much of a campaign, with a measly budget of $5,000. "That should pay for a few ads, but I pretty well rely on name recognition," he said. Of course, for a guy whose ancestors gave their name to Steveston, that's still quite a plus. "Besides, I don't just campaign. I'm doing things," he adds.

In the meantime, a passionate environmentalist since the good old '60s, Steves has become a bit of a legend for sheer longevity, recipient of not one, but two, long-time service awards from the UBCM. When I wondered whether Abbotsford's Methuselah-like former mayor George Ferguson had served longer, Steves noted he used to work with Ferguson in the cannery. Asked about the threat of oil tankers, Steves replies: "I organized the first anti-tanker demo in 1971." And so it goes.

Even when political retirement does come, Harold Steves insists that will not mean an end to his life-long activism. Citizen farmer, proof positive that all politics is local, he has miles to go before he sleeps.

Metro Bitstrips caption contest

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Letters

RE: Coverage of the Parliament Hill shooting

Don't call it chaos I need to object to the coverage I read of the Ottawa shooting in Metro, particularly the headline for Trevor Greenway's article "Ottawa thrown into chaos." I didn't see chaos at all in the footage yesterday. I saw policemen doing their jobs bravely and promptly, people from Parliament being whisked away efficiently out of harm's way, and a gunman being stopped. Don't hype things up. **Kristen McKendry, Mississauga ON**

Thanks for staying away from the terrorism label I congratulate your reporters for their excellent reporting of the news related to subject. Your staff avoided tagging Zehaf Bibeau a terrorist and the incident an act of terrorism. I suggested to a senior writer of one daily that it was an oversimplification to identify Zehaf Bibeau as a terrorist. His response in part was: "I think most people would consider someone who shoots and kills a soldier then storms the Parliament Buildings, apparently hoping to kill politicians, to have engaged in an act of terrorism." I pointed out to the senior writer that his response stating that Zehaf Bibeau was "hoping to kill politicians" was speculative. Was Zehaf Bibeau marginalized or radicalized? That is the question that should be addressed. He committed a heinous, despicable crime; however, the answer to the question should be a determinant as the government considers a response. **Alistair Hensler, Ottawa**

The politics of semantics

I pointed out that in 1989 Marc Lépine shot and killed 14 women in Montreal and that act was not considered terrorism.

Muslims against crazy In recent years, I stumbled across Islam and was surprised to find that it was an incredibly peaceful, beautiful, humble way of life. I became Muslim. And now I sit with other Muslims, a sense of foreboding in the air, dreading the news reports. We know we're good people-we know we're better for our belief. But does the rest of the world know? How can they, when they listen to the news: "Islamic militants," "Jihad terrorists." It isn't possible to explain the reasons for the horrors committed around the world, supposedly in the name of Islam. It is, however, possible for me to say how deeply it sickens me. Violence will never solve the world's problems. So let's work towards a new goal. Let's come together, work together, use our minds rather than our fists and draw strength from the collective love in our hearts, rather than being driven by reprisal. **Bridget Mc., Halifax**

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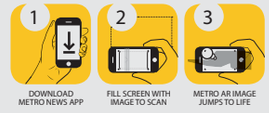

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Ebooks

Gone Girl

By. Gillian Flynn

Kindle/iBooks/Kobo

MIND THE APP
Kris Abel
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This dark tale of intricate planning, told far too quickly as a movie, uses husband-and-wife ebook diaries to account for a disturbing disappearance through entirely different perspectives and different timelines. It's a crime puzzle of a thousand well-thought-out pieces and unforeseen revelations that, once assembled, form a massive jaw-dropping tapestry of mob mentalities and painful, human manipulation.

Box office

Ouija scared up enough moviegoers to spell out No. 1

The spirits moved Ouija to No. 1 at the box office, with the board-game adaption leading the weekend with a $20 million US debut, according to studio estimates Sunday.

The horror movie release, timed to Halloween, attracted more moviegoers at the box office than the violent Keanu Reeves thriller John Wick. The R-rated hit-man revenge tale opened with $14.2 million in second place.

Last week's top film, the Brad Pitt Second World War action film Fury slid to third with $13 million in its second week. **THE ASSOCIATED PRESS**

Low-budget Ouija debuted big to take the top spot. CONTRIBUTED

Weezer frontman Rivers Cuomo, second from right, says the band's new album "ultimately feels triumphant." EMILY SCHUR

Weezer worries about becoming rock geezers

Music. Band tells itself Everything Will Be Alright In the End in new album contemplating a fading career

LISA WEIDENFELD
Metro in Boston

For a band famous for songs about youthful alienation, with titles like The World Has Turned and Left Me Here, naming an album Everything Will Be Alright in the End represents a pretty big step.

But Weezer frontman Rivers Cuomo says that change has been hard-won.

"We went through so many life stages, creative stages, interests, experiences, ups and downs, and we faced some deeply troubling realities," he says of the years since their last album, 2010's Hurley.

After all of that, Cuomo says the lesson they learned is what led to the band naming their latest album title, Everything Will Be Alright In the End.

"I think really it's just a way to put into one phrase with words the feeling you get from the album where over the course of the 41 minutes," he says. "You go through quite a few different worlds and terrains and ultimately it feels triumphant by the time you get to the final chorus."

The band members are so happy about Everything that they're playing every song from the album at each tour stop, though Cuomo assures us that older songs will be in the mix as well. Asked if playing those older songs still feels as personal to him as more recent efforts, Cuomo replies, "I feel like Weezer at its best is writing from a very deep, timeless and ageless place that I have no problems relating to. Even with our earliest songs, they feel like us."

That's not to say the new album isn't personal as well.

"I'm always inspired by the emotional push and pull in my relationships and my daily life," he says.

We ask him to explain the ominously titled Eulogy For a Rock Band. The opening lines of the song are, "Goodbye heroes, you had a good run, 15 years of ruling the planet, but now your light's fading." He promises it's not a critique about his own band, but was instead inspired by seeing one of his musical heroes.

"A forefather who's perhaps the biggest rock star of all time in one of the later stages of his career," is all that he will allow. Though Cuomo is cagey about who the musician was, he does say the experience made him think about how "each successive generation is less familiar with his work and ultimately that means he and his life's work are headed towards oblivion, and realizing that gosh, if that's the fate of his work, then obviously that goes for the rest of us, too."

But hey, everything will be all right in the end, right? Cuomo says keeping to that credo is what gives him the confidence to keep going as an artist.

"Even if we're not 100 per cent certain, that's what we have to tell ourselves," he says.

The band will mostly be playing smaller club shows on the tour, which Cuomo is a big fan of. "Playing giant venues is great because it's just such a spectacle from the stage to see 80,000 people, it's awe-inspiring, but we also love playing for just a few people or a few hundred people, feeling them right next to us, right in front of us. They tend to be the most hard-core fans and will sing every word at the top of their lungs and you know how much your music means to them, and that's what every artist dreams of, and it's the greatest feeling in the world."

The final chorus

"You go through quite a few different worlds and terrains and ultimately it feels triumphant by the time you get to the final chorus."

Weezer frontman Rivers Cuomo describes the band's latest album.

METRO DISH

OUR TAKE ON THE WORLD OF CELEBRITIES

The Word

Brad Pitt's 'career maintenance' tip was a Trojan horse

NED EHRBAR
Metro in Hollywood

OK, here's a fun game.

In the latest issue of Details magazine, Brad Pitt is featured in a fancy photo series shot by Mark Seliger, and instead of a full accompanying interview, the magazine dapples the images with some "interesting" quotes by Pitt.

One of them is pretty interesting, actually:

"I was once talked into a film for 'career maintenance.'

"I have not made that mistake since," Pitt says. Which begs the question, which film is he talking about?

While Pitt has generally been pretty good at picking projects, he's gotten really careful since shacking up with Angelina Jolie. But that also coincides nicely with his production company, Plan B, getting more clout. So I'm putting my money on 2004's laughable Troy, an uncharacteristically Big Hollywood choice for Pitt — and one that he looks palpably uncomfortable in.

There's also a slight possibility he's talking about The Mexican, but that film's kind of adorable in its own scruffy way, and Pitt seemed to be having such a good time doing it that I doubt it. I'm still going with the terrible, terrible swords-and-sandals epic misfire.

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Sussing out the self-involved psyche

Actor interview. Julianne Moore talks about L.A. life and how epic egos aren't exclusive to Hollywood

RICHARD CROUSE
scene@metronews.ca

Julianne Moore plays actress Havana Segrand in Maps to the Stars, which opens Friday. CONTRIBUTED

In the new David Cronenberg film Maps to the Stars, Julianne Moore plays actress Havana Segrand.

A child of Hollywood, she's the daughter of a movie star who became a star herself but is now "monstrous and childlike," Moore says.

Havana is a bundle of exposed ego and neurosis, a Hollywood stereotype, but Moore promises she's not based on anyone in particular.

"I swear to you she sprung to life from the page," she says. "That was what was great about it. (Screenwriter) Bruce Wagner's language is so precise, so spectacular, so emotional; it was almost like poetry.

"There was a rhythm to it. I could hear her voice in the rhythm of the speech and how things were supposed to be delivered.

"The key to Havana for me was her arrested development. She's stuck at the age her mother died. She's so childlike.

"Everything is all about her mother and not being parented. All this childish, even sexpot behaviour — the 'Look at me!' — is all about not being parented. That's all she wants."

The film is a wonderfully sadistic portrait of Tinsel Town and its citizens, portraying the wild side of Los Angeles, where venal and stratospherically self-involved behaviour plays itself out on the public stage. It's a dark picture of life in Hollywood, but Moore, a longtime resident of New York City, says the conduct isn't exclusive to the movie biz.

"I'm sure there can be a certain kind of permissiveness in any business," she says, "on Wall Street and Silicon Valley and in certain socialite circles.

"People try and pin it on Hollywood as the only place it happens, and of course, it's not.

"I only lived in L.A. for a while in the '90s. There was a different quality to socializing than I had ever seen before. I'm pretty bourgeois. I'm not a partier. I don't really go out. But when I moved to L.A., there was a degree of socialization. I was like, 'Whoa, there's a lot of parties out here.'

"I was also single and out in a way I hadn't been before. Very soon after that, I met my husband, we had children and I went right back into my hole."

She does, however, go out from time to time.

"I have a school event later tonight," she laughs as we end the interview.

*This example is based on the results of a theoretical portfolio in a Registered Education Savings Plan with a 6.26% average annualized return, and includes Canada Education Savings Grant (CESG) payments. The CESG will add 20% of the first $2,500 contributed annually for each eligible child/beneficiary, up to a maximum grant of $7,200. This example is strictly for illustrative purposes only and is not intended to be representative of the performance of any actual or future investment available to investors. Actual client returns may differ substantially. Investment advice is provided by Royal Mutual Funds Inc. (RMFI). RMFI, RBC Global Asset Management Inc., Royal Bank of Canada, Royal Trust Corporation of Canada and The Royal Trust Company are separate corporate entities which are affiliated. RMFI is licensed as a financial services firm in the province of Quebec. ® / ™ RBC and Royal Bank are registered trademarks of Royal Bank of Canada. ©2014 Royal Bank of Canada.

Leasing a car can make sense depending on your situation

Lease or finance? If you're leasing just to free up cash for stupid stuff, then you're doing it wrong

GAIL VAZ-OXLADE
Gail blogs daily at gailvazoxlade.com

A friend of mine was telling me he's in the market for a new car.

"Paying cash, financing or leasing?" I asked, not realizing I was about to step into a pile of poop.

"Lease?!" he shouted, the spittle flying. "And you call yourself a financial whiz."

Actually, I don't. Other people may, but I just consider myself a chick who is sensible with her money. Anyhoo, I said, "So, what do you have against leasing?"

"Well, that's like dumping a whole bunch of money into a vehicle that you'll never own. It's stupid. Like renting."

Whoa now, buddy, renting isn't stupid, and neither is leasing, for the right person and the right reasons. (He might be considered stupid for buying a new car and taking the depreciation hit when he drives it off the lot, but I digress.) Let's look at some facts about leasing, then, shall we?

Leasing can work to your advantage sometimes. ISTOCK PHOTO

Fact 1: When you lease, you only pay for the vehicle's depreciation over the term of your lease. To figure this out, take the residual value (the estimated value of the vehicle at the end of the lease term) and subtract it from the total purchase price. This is the amount on which your payments are based, plus the lease (interest) rate you're paying and applicable taxes.

Fact 2: At the end of your lease, you have the option of either buying the vehicle for the predetermined residual value, or returning it to the dealer. If you return the vehicle, it was like renting the car. If you buy it out, it's more like another form of financing.

Fact 3: A lease will mean substantially lower monthly payments because you are not making any payments on said residual value.

That can free up cash flow for other things, like paying down debt that's costing you more in interest. But you will have to come up with the residual value if you want to buy the vehicle at the end of the lease. (Yes, you can refinance the buyout, but that's gonna cost you interest, too.)

Fact 4: You will pay more to lease if you assume the same purchase price, interest rates and total number of payments plus the residual value.

What a lot of people don't get is that while you're leasing, you pay interest on the full value of the vehicle, including the residual value. When you use financing, the amount on which interest is being calculated is reduced at a faster rate so you end up paying less.

Fact 5: Leasing can work out to be cheaper. If the interest rate on the lease is lower (or if the financing term is longer), the lease will be less expensive.

With the current trend of up to 84-month financing, the interest costs on loans can outstrip leasing costs. Shop smart. If lease rates are better than financing rates because manufacturers are subsidizing their leases, you'll win on the lease.

Fact 6: Dealers have been known to jack up the price on a vehicle depending on how you plan to finance the purchase. Don't go in declaring how you're going to pay.

As far as the dealer is concerned, you don't have a trade-in, you don't need financing, and you don't plan to lease. You're just pricing out the car.

If you're prepared to spend a little money to get the best deal ($40), go to carcostcanada.com for the wholesale price on the car you're considering.

Fact 7: It's your job to read and understand your lease, including knowing your mileage and wear limits, overage charges, termination charges, and buyout fees. If you know you drive a lot and the kilometre allowance will be used up in no time flat, reconcile yourself to buying out the vehicle and start saving to do it.

But if you're leasing just to have extra money to spend on stupid stuff, then you're using the strategy the wrong way. Stick with the discipline financing offers. And make sure you stay under 48 months for your loan.

Who benefits from leasing

If you are self-employed or have a company through which you are running your vehicle(s), leasing may offer a bigger tax payoff than financing.

Or, if you're determined to buy out the vehicle but need some breathing room in your cash flow, leasing can work to your advantage. You'll not only make your monthly lease payments on time, you'll also be socking away the money you need to make the buyout.

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Keep gossiping! Study says it's good for us

Judging others. Research finds positive gossip motivates us, while negative gossip triggers self-protection

Our penchant for gossip is sometimes referred to as the root of all evil, but it can help us adapt to a new social environment, help us improve on ourselves and reveal potential threats, according to a new study at the University of Groningen in the Netherlands.

"For example, hearing positive stories about others may be informative, because they suggest ways to improve oneself," says lead researcher Elena Martinescu. "Hearing negative gossip may be flattering, because it suggests that others (the gossip target) may function less well than we do. However, negative gossip may also be threatening, because it suggests a malign social environment in which one may easily fall victim to negative treatments."

In the two-part study, 183 participants were asked to recall a time when they received gossip, positive or negative. Researchers assessed the gossip, pertaining to how it could affect the receiver in terms of self-improvement, self-promotion and self-protection.

The participants in the second study were asked to pretend they had written a job description presented to them. They then received either negative or positive gossip about another's performance.

The two experiments had similar results: those who received positive gossip were motivated by someone else's success, and those who received negative gossip showed a desire to protect themselves.

"Receiving gossip about other people is a valuable source of knowledge about ourselves, because we implicitly compare ourselves with the people we hear gossip about," says Martinescu. AFP

Gossiping inspires us to be stronger and better people, study suggests. AFP

Revamp meatloaf with global flavours

Mediterranean Turkey Meatloaf Stuffed with Spinach and Feta. A new spin on an old fave

ROSE REISMAN
For more, visit rosereisman.com or follow her on twitter @rosereisman

This meatloaf made with ground turkey is so versatile that you can serve it for a Monday night dinner or an elegant dinner party.

Ground turkey is a healthier alternative to beef. Four ounces of beef has 300 calories and 20 grams of fat, compared to lean turkey, which contains only 130 calories and seven grams of fat per four-ounce serving. That's a considerable saving in terms of your calories, fat, cholesterol and heart health.

Turkey is loaded with B vitamins and selenium, an antioxidant necessary for thyroid metabolism. But it is most known for tryptophan, an amino acid that triggers serotonin production, which calms you.

Directions

1. Preheat oven to 425 F. Spray an 8-inch by 4-inch loaf pan with vegetable oil.

2. Filling: In skillet sprayed with vegetable oil, sauté onions in oil and garlic 3 minutes. Add the spinach and feta.

3. Meatloaf: Combine all the ingredients until well mixed.

4. Pat half meat into pan, place spinach topping over top, add remaining meat over top and pat down. Pour tomato sauce over top. Bake 25 mins. or until internal temperature reaches 165 F. Garnish with cheese.

Ingredients

Filling
- 1 cup finely diced onion
- 2 tsp vegetable oil
- 1 tsp minced garlic
- Half pkg frozen chopped spinach, thawed and squeezed dry
- 1 1/2 oz crumbled feta cheese

Meatloaf
- 1 1/2 lb ground turkey
- 1/2 cup seasoned bread crumbs
- 1 egg
- 1/4 cup finely diced onion
- 1/4 cup tomato sauce
- 1 tsp minced garlic
- 1/2 tsp dried basil
- Salt and pepper

Topping
- 1/2 cup tomato sauce
- 1/4 cup grated mozzarella

This recipe serves six. ROSE REISMAN

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Entrepreneurs encourage diners to give back while gobbling down

Charitable chow.
Young trio turns dining out into helping out with their Mealshare program

Jeremy Bryant, Andrew Hall and Derek Juno are the founders of Mealshare, a program which sees a meal donated to someone in need each time a diner orders an item with the Mealshare logo next to it at a partner restaurant.
BREANNE SICH/MEALSHARE

Chew on this

"We soon found out that eight million people dine out every single day in Canada and if we could get a small portion of those people eating Mealshare meals we could do amazing things."
Derek Juno
Co-founder of Mealshare

The next time you dine out, you could also do a good deed by providing a meal for someone else.

With Mealshare, every time a patron picks an item branded with the organization's logo from the menu of a participating restaurant, money is donated to charity.

Three young men from western Canada are the brains behind Mealshare, which launched in July 2013 with four partner restaurants. The organization has expanded to 84 partner restaurants in seven cities across the country. Nearly 114,000 meals have been served.

"Mealshare really is very, very simple at its core, and really what it is is a buy one, give one concept and I really do think that's why it's been having so much success ... because customers can completely understand the concept and the promise we give our restaurant partners and their customers which is, 'You see this meal in front of you, you're having this amazing experience and ... I know just because I picked the particular item off the menu that had a specific logo someone else is getting a meal as well.' That tangibility of that one for one is really apparent," said Derek Juno, vice-president of development for Mealshare.

There is no added cost to the customer. The restaurant contributes a small amount (about $1) for every Mealshare item ordered to the organization. Customers receive a thank-you card embedded with seeds that can be planted in a garden or windowsill pot.

Co-founders Andrew Hall and Jeremy Bryant were working at multinational consulting and accounting firms and wanted to do more to give back to those less fortunate. Meanwhile, Juno, who met Hall in business school, travelled for eight months in southeast Asia in 2012, where he spent some time teaching English at an orphanage and school in Cambodia. He too had been casting about for a way to provide financial sustainability for the organization he'd been working for.

As their idea was percolating, "we soon found out that eight million people dine out every single day in Canada and if we could get a small portion of those people eating Mealshare meals we could do amazing things," said Juno, who worked on the initiative full-time upon his return to Vancouver from travelling. Fellow Vancouverite Hall and Edmonton-based Bryant quit their well-paying jobs to pursue Mealshare.

Juno acknowledged that for quite some time the initiative was a labour of love for the three 25-year-olds.

"We were doing it on a volunteer basis for about seven months and then we started taking a small honorarium just to keep the lights on and we've been really, really lucky that we've had so much support over the last 15 months that we've been able to grow really, really quickly."
THE CANADIAN PRESS

Growing for good

- Save the Children provides meals to children in schools in Africa on Mealshare's behalf. Juno said they have made a three-year commitment to the charity.
- Last month, Mealshare launched at three Halifax establishments. There are plans to start up next month in Lethbridge, Alta., as well as with a chain in western Canada with 62 locations.

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The makings of a masterful mogul

Career. Do you possess the qualities that can take an entrepreneur to the next level?

LAUREN MARINIGH
TalentEgg.ca

Entrepreneurship calls for a range of abilities that don't always come naturally.

That's one reason some people find the prospect of starting their own business intimidating. It's also why many of those who pursue that path find themselves struggling to succeed.

It's important to remember that launching a startup is not just a career choice — it's a life choice. So how do you know whether you are cut out to be an entrepreneur before making the leap?

Passion

All great entrepreneurs are passionate: They live, breathe and eat their business idea.

Being passionate about your business will drive your success. If you aren't committed to what you are selling or doing, how do you expect anyone else to be?

Success in any career path usually calls for commitment, but entrepreneurship means taking it to the next level. You'll need to be ready to give 110 per cent — and maybe re-evaluate what that means.

Open-mindedness

A top asset in life and work, open-mindedness is a must-have in a new entrepreneur's toolbox. In order to grow any business into a successful one, you are going to have to be open to critiques from your customers, other entrepreneurs and mentors. These people can offer the most valuable advice and lessons that can move your business forward.

Open-mindedness can also help you implement changes or fine tune things without getting bogged down by your own preferences, helping you focus on what is most likely to drive success.

Closed-minded entrepreneurs will struggle to improve and may not find room to grow and flourish.

Time management

Entrepreneurship is not a typical nine-to-five job. You'll need to be ready to work long hours, often juggling multiple projects, particularly during high-growth periods or periods of high demand.

Many entrepreneurs have other professional obligations which can add extra time constraints, including part- or full-time employ-

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Are your bright ideas going to stay stagnant, or will your business brawn bring them to life? ISTOCK

ment. Using your time efficiently will allow you to accomplish much more. Time management skills will contribute to the success of your business as it's easy to lose track of priorities, which can compromise key aspects of your business.

Leadership

Don't think an entrepreneur has to be a lone wolf. As your operations grow, you'll need to lead a team and connect them with your passion for the business — a challenge that demands the ability to build rapport and keep everyone focused on specific goals.

Leadership also calls for accountability. As you set expectations and goals for your team, you'll have to be ready to show that you hold yourself accountable for overall success and accept your position as a key motivator.

Being a leader will not only benefit your staff in the long run, but the confidence and competence that you possess will be beneficial in all aspects of your business.

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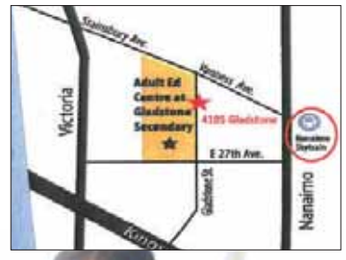

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Rover, Rover, please don't come over

Dear Metro,
My company recently started allowing dogs in the office. Everyone loves it — my colleagues play with the puppies all day. Thing is, I'm just not a dog person. I don't want to be a downer, but it makes me uncomfortable to have animals sniffing my feet while I'm trying to work. Is there anything I can do?

— Dog's Worst Friend

OFFICE SPACE
Eleni Deacon
life@metronews.ca

Dear DWF,

It's a tough ride for the dog-indifferent. You struggle to squeak out an "aww" when a pup scoots your way. You pet like a robot. People think you have no soul. Which is why this canine invasion might actually be great: Think of it as a chance to leave behind your doggie discomfort like a turd on a stranger's lawn.

If you're staunchly anti-pooch, however, you could propose a territorial solution. Perhaps the dogs could either stay leashed or roam freely in a designated area — far away from you.

Targeted complaints might have more traction. Just because Duchess ate your bagel doesn't mean Rusty was a bad boy. If a specific hound keeps slobbering on your boots, try a polite conversation with its owner. It might make them more attuned to their pet's behaviour.

And if all else fails, get out the tissues and fake an allergy.

Has it been raining cats and dogs on your professional parade? It may be time to ask if Spot's running range can be restricted to a certain area. ISTOCK

Dear Metro,
A colleague I don't really like just added me on Facebook. This person isn't my boss, but they are senior to me. It would be awkward to reject them, but I'm not into the idea of having my personal life tracked. Is there any way out of this?

— I Didn't Come Here to Make Friends

Dear IDCHTMF,

Yes, there is a way out of this: Ignore their request. There's no rule saying that those who attend meetings together must also share vacation photos, so it's completely within your rights to keep your professional life separate from your Zuckerberg life. If it ever comes up, just tell them that you never mix work and wall posts, full stop.

Restricting their access to your profile is another option: Let them be your friend, but don't let them actually see anything.

This spares you the guilt of an outright rejection while also sparing you the embarrassment of having them like that #tbt photo someone posted of your junior-high debate team.

However, no matter who's on your friends list, your profile should be squeaky-clean of anything that could compromise your integrity at work.

When in doubt, assume you're being lurked.

ELENI DEACON IS A TORONTO-BASED WRITER WHO HAS SEEN IT ALL AS AN EAGER EMPLOYEE OF BIG OFFICES, SMALL OFFICES, HOME OFFICES AND ONE ITALIAN RESTAURANT.

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Psychiatric Nursing (online): This 23 month program is recognized by the College of Registered Psychiatric Nurses of BC (CRPNBC). Entry-level earnings start at $30.79/hour to $40.42/hour. Stenberg College grads will receive advanced standing and can complete a Bachelor of Psychiatric Nursing (BPN) at Kwantlen Polytechnic University in 4 semesters.

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MLS

Playoff rekindles Whitecaps' rivalry with FC Dallas

There's a history between the Vancouver Whitecaps and FC Dallas, and it isn't exactly pleasant, which makes the one-game playoff between these two clubs that much more compelling.

The Whitecaps will fly to Dallas on Monday.

It is there, two days later, where the fifth-place Whitecaps will play fourth-place FC Dallas, with the winner advancing to the Western Conference semifinals to play Seattle Sounders FC.

Earlier this month, Whitecaps assistant coach Martyn Pert got into a shoving match with Dallas coach Oscar Pareja at the end of the game.

Both men had to be restrained by their players and were later fined by MLS.

In that same testy meeting, Vancouver's goalkeeper David Ousted got in the grill of Blas Perez, delivering a few choice words to the Dallas striker.

The Whitecaps clinched a playoff spot Saturday in their regular-season finale, defeating the Colorado Rapids 1-0 in front of an ecstatic sold-out crowd at BC Place Stadium.

The Whitecaps now go into Toyota Stadium, having never won a game in Dallas.

"There's a first time for everything, isn't there?" said Ousted, who led all MLS goalies with 13 shutouts in the regular season.

"I really believe we can go there and win. I think they're a good team. I think it's going to be a brawl." CAM TUCKER/METRO

The Canucks' Shawn Matthias gets past the Capitals' John Carlson to take a shot on goalie Justin Peters at Rogers Arena on Sunday. DARRYL DYCK/THE CANADIAN PRESS

Scoring frenzy helps Canucks top Capitals

NHL. Vancouver scored all the goals it needed within two minutes of second period

CAM TUCKER
cam.tucker@metronews.ca

On Sunday

Canucks	Capitals
4	2

From almost out of nowhere, the goals began to pile up. The Canucks found a way to solve the immortal Justin Peters.

Facing Alex Ovechkin and the Washington Capitals at Rogers Arena on Sunday, the Canucks scored three times in the span of 1:47 late in the second period to take a 3-1 lead.

They would hang on for the 4-2 victory.

First it was Henrik Sedin, as he just barely got the puck across the goal-line on a power play.

The Canucks followed that up with goals from Nick Bonino, who beat Peters on the glove side for his third of the season, giving the host team its first lead of the night.

Guilty of some egregious giveaways and play in the defensive end at times, Luca Sbisa capped off the sudden outburst with his first in a Canucks uniform.

And there was life inside Rogers Arena, as the Canucks finally got to him.

It was all part of a wild second period.

The Capitals took the lead after the Canucks got trapped in their own end off a lost faceoff, leading to a Marcus Johansson opportunity right in front of goalie Ryan Miller.

Just like that, it was 1-0 Washington.

Three quick goals turned Vancouver's fortunes.

Sunday's win began a three-game homestand for the Canucks. They host the Carolina Hurricanes, the only NHL team yet without a win so far this season, on Tuesday.

4 SPORTS

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Giants ace keeping World Series ERA tiny

MLB post-season.
After latest Fall Classic shutout, Bumgarner's 4-0 with 0.29 ERA on baseball's biggest stage

Giants pitcher Madison Bumgarner recorded a shutout against the Royals in Game 5 of the World Series on Sunday in San Francisco. ROB CARR/GETTY IMAGES

With every pitch, Madison Bumgarner etched his place among the World Series greats.

The long, tall lefty kept slinging away and put the San Francisco Giants just one win from yet another championship, throwing a four-hitter to beat the Kansas City Royals 5-0 Sunday night for a 3-2 Series edge.

Hardly menacing on the mound, Bumgarner was simply untouchable — again — as "MVP! MVP!" chants broke out in the late innings.

And by the time the 25-year-old from Hickory, N.C., closed out his second win in a week, he had evoked memories of Bob Gibson, Sandy Koufax, Curt Schilling and the top October aces of all-time.

Joined them, and maybe even passed them.

Who else has gone 4-0 in four World Series starts with an 0.29 ERA? Throw in only 12 hits in 31 innings, along with 27 strikeouts, and that adds up to the very definition of Big-Game Pitcher.

"He's so fun to watch. He's always fun to watch," teammate Brandon Crawford said. "In the post-season, you could look at him and he looks like he's just pitching in the middle of June, like it's no big deal. He takes the pressure off of everybody else. We just feed off of him."

On this evening, he fanned eight without a walk and never was in trouble, becoming the first pitcher to toss a World Series shutout since Josh Beckett's clinching gem for the Florida Marlins in 2003 at Yankee Stadium.

The Giants' work isn't done yet. To lock up their third crown in five years, they'll need to win in Kansas City.

Jake Peavy gets the first chance to seal it for San Francisco when he starts Game 6 at Kauffman Stadium on Tuesday night against rookie Yordano Ventura.

THE ASSOCIATED PRESS

CFL

Lions roar into playoff spot

The B.C. Lions are off to the CFL playoffs for an 18th consecutive year, thanks to their 28-23 victory over the Winnipeg Blue Bombers on Saturday.

Quarterback Kevin Glenn was sidelined in the second half after taking a hit while attempting a pass down field. According to TSN, Glenn was reportedly suffering headaches after the hit and was kept out of the game in compliance with the league's concussion protocol.

That opened the door for John Beck, who would be the third-string QB if both Glenn and Travis Lulay were healthy.

Beck completed three passes on four attempts for 73 yards and two touchdowns. He also engineered the drive that produced the winning touchdown — a 55-yard catch for Kito Poblah.

CAM TUCKER/METRO

NHL

Darling a delight in Chicago debut

Scott Darling didn't have to go far from home to fulfil his NHL dream.

Darling, a 25-year-old native of the Chicago suburb of Lemont, Ill., made 32 saves in his NHL debut, Jonathan Toews and Brent Seabrook scored, and the Blackhawks snapped a two-game losing streak with a 2-1 win over the Ottawa Senators on Sunday night.

THE ASSOCIATED PRESS

MLS

Wright-Phillips ties goal record

English forward Bradley Wright-Phillips scored twice to equal the Major League Soccer season goal record as the New York Red Bulls beat Sporting Kansas City 2-0 in the league's regular-season finale on Sunday.

With his 26th and 27th goals, Wright-Phillips joined Chris Wondolowski (2012) and Roy Lassiter (1996) atop the list. THE ASSOCIATED PRESS

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Dealer may sell for less. Dealer may lease for less. Lease example: 2014 Cruze LS 1SA. Lease payment is $99 (includes $0 lease cash) for 48 months at 0.99% APR. $0 down payment required. Total lease obligation is $4,752. Offer includes freight & PDI ($1,695). Excludes taxes, insurance, registration, licence, fuel, optional equipment and other dealer charges. Lease offer which may not be combined with certain other offers, GMCL may modify, extend or terminate offers in whole or in part at any time without notice. Conditions and limitations apply. See dealer for details. †Registered trademark of The Bank of Nova Scotia. 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Credit valid towards the retail purchase or lease of one eligible 2013, 2014, 2015 model year Chevrolet car, SUV, crossover and pickup models delivered in Canada between October 1 to October 31, 2014. Credit is a manufacturer to consumer incentive (tax inclusive) and credit value depends on model purchased: $750 credit available on all eligible Chevrolet. Offer applies to eligible current owners or lessees of any Pontiac/Saturn/SAAB/Hummer/Oldsmobile model year 1999 or newer car or Chevrolet Cobalt or HHR that has been registered and insured in Canada in the customer's name for the previous consecutive six (6) months. Credit valid towards the retail purchase, cash purchase or lease of one eligible 2013, 2014 or 2015 model year Chevrolet light or heavy duty pickup; delivered in Canada between, October 1 to October 31, 2014. Offer is transferable to a family member living within the same household (proof of address required). 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Limit of four ACDelco Lube-Oil-Filter services in total. Fluid top-offs, inspections, tire rotations, wheel alignments and balancing, etc., are not covered. Additional conditions and limitations apply See dealer for details. **Whichever comes first. See dealer for details. ***Based on Safer Cars.ca (www.SaferCar.gov), Safety Ratings are part of the National Highway Traffic Safety Administration's (NHTSA's) New Car Assessment Program (www.SaferCar.gov). +Based on WardsAuto.com 2012 Upper Small segment, excluding Hybrid and Diesel powertrains. Standard 10 airbags, ABS, traction control and StabiliTrak. ~Visit onstar.ca for coverage map, details and system limitations. Services vary by model and conditions. OnStar acts as a link to existing emergency service providers. After complimentary trial period, an active OnStar service plan is required. *Whichever comes first. Limit of four ACDelco Lube-Oil-Filter services in total. 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AUGMENTED REALITY

Stuck on 12 Across? Scan this image with your Metro News app for today's crossword and Sudoku answers. It's OK. No one's watching.

→ See the full instructions on Metro's Voices page.

Horoscopes by Sally Brompton

♈ Aries
March 21 - April 20
Half of you wants to be sociable but the other half wants to shun the limelight. Dedicate the day to meeting people and the nighttime to enjoying solitude.

♉ Taurus
April 21 - May 21
The problem you will be faced with over the next few days is really quite simple, which means the answer must be simple too. Don't complicate it.

♊ Gemini
May 22 - June 21
Neptune's negative influence is eroding your confidence and exposing you to fears that really are not warranted. Fortunately, your current negative state of mind is unlikely to last.

♋ Cancer
June 22 - July 23
If you measure success in terms of winning and losing then, inevitably, you will never be truly satisfied. Real success means being a better person today than you were yesterday.

♌ Leo
July 24 - Aug. 23
Why do you fear that if you don't act now you will never get another chance? You will always get another chance, so lighten up and live in the moment.

♍ Virgo
Aug. 24 - Sept. 23
According to the planets you need to be a bit more assertive and arrogant in your approach to life. Too often you act as if you believe you don't deserve to be the one who wins.

♎ Libra
Sept. 24 - Oct. 23
Put others' needs first over the next 24 hours. A good deed done today will come back to you several times over before the end of the year.

♏ Scorpio
Oct. 24 - Nov. 22
What happened to all those promises you made to yourself earlier in the year? You are now in the ideal position to do something about them.

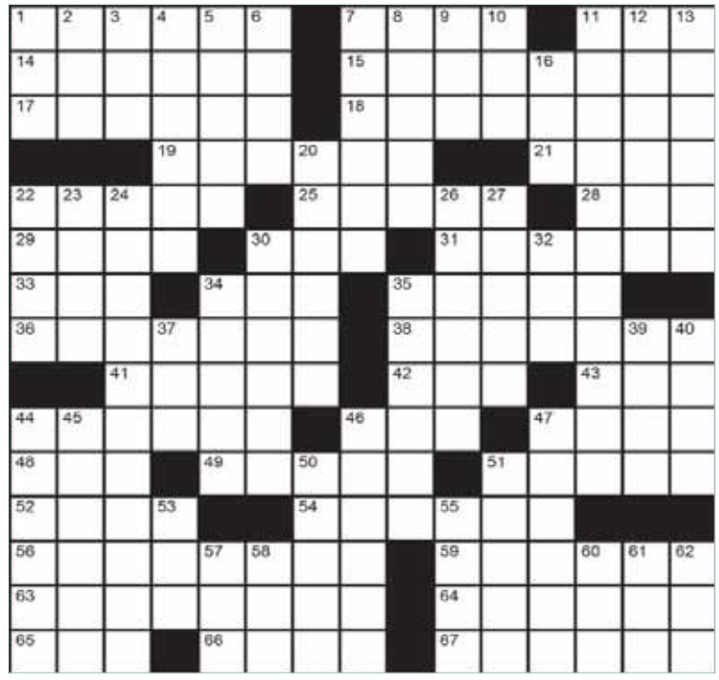
♐ Sagittarius
Nov. 23 - Dec. 21
You may feel that a situation is getting out of hand but is it as bad as you fear? Probably not. Sometimes you fear the worst even when you have every reason to expect the best.

♑ Capricorn
Dec. 22 - Jan. 20
Those who oppose you will place all kinds of obstacles in your path over the next few days but you will smash through them all with ease.

♒ Aquarius
Jan. 21 - Feb. 19
Don't let money worries detract from what promises to be an excellent week. There is nothing you can do to change the situation at the moment, so put it out of your mind.

♓ Pisces
Feb. 20 - March 20
The reason you feel stuck is because you don't have a clear idea of what you are aiming for. Your first task today is to identify your goal and draw up a plan that will take you to it.

Crossword: Canada Across and Down by Kelly Ann Buchanan



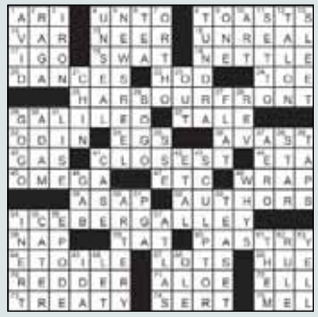
Across

1. Language of the Metis people
7. Catch a glimpse
11. __-relief (Sculpture type)
14. Ms. Andress of "Dr. No" (1962)
15. Alberta town
17. In a dismal manner
18. Maestro Fresh Wes smash: "Let Your __ Slide"
19. Rally to action
21. Comparable
22. Postpone
25. Follow...
28. Arrange
29. __ Wynne Stadium (Tiger-Cats field, formerly)
30. "Married... with Children" mom
31. Careless
33. Terrain-y prefix
34. Calendar mo.
35. Neck, slang-style
36. Zeals
38. Posh hairstyle
41. Flare
42. Cowboy's command
43. Wedding promise: 2 wds.
44. Made Figure 8s
46. Max. opposite
47. Combing problem
48. A.A. Milne play, Mr. __ Passes By
49. English diarist, Samuel __ (b.1633 - d.1703)
51. Greek alphabet's 'S'
52. Agents [abbr.]
54. Valcourt, QC born founder of Bombardier, Joseph-__ Bombardier
56. Prince Edward __ (Atlantic Canada denizen)
59. Make do
63. Environmental activist Ms. Berman, born in London, ON
64. HMS __ (Franklin Expedition ship)
65. '_' __ in Zed
66. Lion lairs
67. Most tricky

Down

1. Coffee cup
2. Out of the ordinary, for short
3. CBS series, commonly
4. Toronto college/river
5. More well ...not!
6. Cardston, Alberta born actress Ms. Wray's (b.1907 - d.2004)
7. Declining
8. Department store
9. Early-'80s song: "__-Man Fever"
10. Laughter sound
11. Author's promotional event: 2 wds.
12. Pistol __ (Country music group)
13. Surgically-inserted 'tubes'
16. Financial deg.
20. __-weensy
22. "___ Pony" by The Beatles
23. Bryan Adams' "Have You __ Really Loved a Woman?"
24. Grocery store's free bites: 2 wds.
26. Sea __ (Aquatic creature)
27. Frightening
30. Event for a marching band
32. Maclean's, e.g.
34. Orange __ (Drink)
35. Division in a group
37. Select
39. Khloe's ex Lamar
40. "___ chance!" (Never!)
44. Apply hairspray
45. 'Sound of a Woman': New album by what Calgary-born singer/songwriter?
46. Christmas resins
47. Type of bean
50. Praiseful hymn in ancient Greece
51. Canine's choleric caution
53. Maple syrup origin
55. Souls: French
57. Zzzzz... Land of __
58. Rap Dr.
60. Pres. Lincoln
61. Mr. Van Sant of movies
62. East: French

Friday's Crossword



Online

See today's answers at metronews.ca/answers

Sudoku

How to play
Fill in the grid, so that every row, every column and every 3x3 box contains the digits 1-9. There is no math involved.

Friday's Sudoku

6	9	7	8	3	2	1	4	5
2	5	3	6	4	1	7	8	9
4	1	8	5	7	9	3	2	6
1	8	6	7	5	3	2	9	4
5	3	4	9	2	8	6	1	7
9	7	2	4	1	6	5	3	8
7	2	5	1	9	4	8	6	3
8	4	1	3	6	5	9	7	2
3	6	9	2	8	7	4	5	1

Conceptis Sudoku
By Dave Green

		8		7			5	
	5				9			4
7			3			6		
		7	8	3			4	
4			1	9	5			2
	3			4	2	5		
		3			4			6
9			2				8	
	4			8		3		

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